

Nevada State Board of
NURSING NEWS

March 2008



**Governor Appoints
New RN and CNA
Belen Gabato and
Carrie McMurray**

**Executive Director
DEBRA SCOTT**
Speaks to Nursing
Graduates

UMC

IN ONE PRECISE MOMENT



A MOTHER HOLDS HER FIRST CHILD

A STROKE SURVIVOR TAKES A STEP ON HER OWN

A HEART PATIENT IS FLOWN IN BY CHOPPER

AND A DOCTOR SAYS, "SHE'S GOING TO BE FINE."

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ELEVEN CENTERS OF EXCELLENCE IN ONE HOSPITAL:
EVERY MOMENT IS CHARGED WITH MEANING.
AND MIRACLES ARE ALL PART OF A DAY'S WORK.

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The mission of the Nevada State Board of Nursing is to protect the public's health, safety and welfare through effective regulation of nursing.

Debra Scott, MSN, RN, APN
Executive Director

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The **Nevada State Board of Nursing News** publishes news and information quarterly about Board actions, regulations, and activities. Articles may be reprinted without permission; attribution is appreciated.

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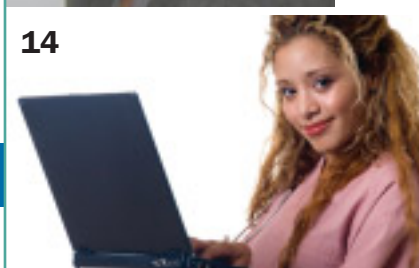
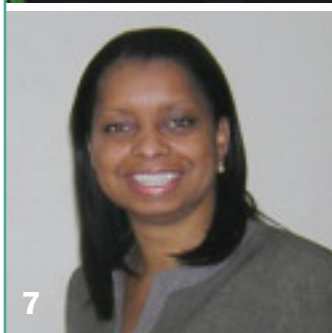
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Circulation includes more than 34,000 nurses, nursing assistants and student nurses.



Message from the Board President

It has been a great honor for me to serve on the Nevada State Board of Nursing since 2001. In this, my eighth and last year as a member of the Board of Nursing, I have a chance to reflect on my experiences. When I started on the Board I was ignorant of the role the Board of Nursing plays in relation to the people of this state, to my personal RN license and to my position as a Chief Nursing Officer. The years have taught me that the Board's role and the Nurse Practice Act affect each of these issues differently.

The first and over-riding message I have learned is that the Board's mission is to protect the public's health, safety and welfare through effective nursing regulation. Public protection and patient safety frame every issue addressed at Board meetings and in the Board of Nursing office.

For my personal RN license, I have learned that the Board's role is to establish minimal standards of nursing practice. Plus, there are regulations which also define the behaviors and conduct which each nurse must follow. Many of the actions the Board takes for individual

nurses result from failure to practice as defined in the Nurse Practice Act.

Finally, in my role as Chief Nursing Officer, I have found that the regulations and statutes found in the Nurse Practice Act give a clear roadmap to how nursing practice must be performed. The key to advancing practice and keeping up with the ever-changing demands on nursing care is to work within the guidelines of the Nurse Practice Act. The four Advisory Committees to the Board provide expert advice and conduct research regarding new procedures or care models for appropriate incorporation into nursing practice.

It has been a tremendous learning experience serving as a member of the Board of Nursing. I am proud to be a nurse in a state that has such a strong, committed vision to ensuring patient safety in the practice of nursing. Thank you all for continuing to provide high quality care to the people of this state!

Sincerely,

Helen Vos, RN, MS
Board President
Nevada State Board of Nursing



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888-590-6726**

The Nevada State Board of Nursing has a hot line to help consumers who have questions or concerns about the nursing care they or their loved ones are receiving. Please encourage your friends, families and patients to call the hot line if they have concerns about nursing care. And remember, if you or anyone else wishes to file a complaint against a nursing assistant or nurse, it must be done in writing. Complaint forms can be requested by calling the hot line or can be obtained by visiting the Board's website.

Emailing the Board?

*Add us to your
"safe list" first*

Before you email the Board, make sure you add us to your "safe list" and/or have given your email provider permission to receive messages from email addresses ending with @nsbn.state.nv.us. We respond promptly to every email inquiry, but often, our responses are rejected. Sometimes, they're returned as "undeliverable" or they are mistaken for spam. Other times, we're asked to sign in and provide a password to an email screening service, which is against Board policy.

So, if you're wondering why the Board doesn't answer your emails, check to see whether you've screened us out. We want to hear from you and we want you to hear from us!

BOARD MEETINGS

A seven-member board appointed by the governor, the Nevada State Board of Nursing consists of four registered nurses, one practical nurse, one certified nursing assistant and one consumer member. Its meetings are open to the public; agendas are posted on the Board's web site and at community sites.

BOARD MEETING DATES

March 13-14, 2008 – Reno

May 21-23, 2008 – Las Vegas

July 16-18, 2008 (Annual Business Meeting) – Zephyr Cove

September 17-19, 2008 – Las Vegas

November 19-21, 2008 – Reno

ADVISORY COMMITTEES

The Nevada State Board of Nursing is advised by and appoints members to five standing advisory committees. Committee meetings are open to the public; agendas are posted on the Board's website and at community sites. If you are interested in applying for appointment to fill an upcoming opening, please visit the Board's website or call the Reno office for an application.

MEETINGS AND OPENINGS

The openings (listed in parentheses) will occur in the next six months. All meetings will be held via videoconference in Reno and Las Vegas, except for the Disability Advisory Committee.

Advanced Practice Advisory Committee (none)

May 20, 2008
August 26, 2008
November 4, 2008

CNA Advisory Committee (one)

May 1, 2008
July 31, 2008
November 4, 2008

Disability Advisory Committee (none)

Recent reappointments: Peggy Cullum, BSN, RN, CNOR; Virginia Deleon, BSN, RN, CCRN; Cookie Bible, BSN, RNC, APN

April 25, 2008 - Las Vegas
October 28, 2008 - Reno

Education Advisory Committee (one)

April 11, 2008
August 15, 2008
October 24, 2008

Nursing Practice Advisory Committee (none)

Recent reappointment and appointment: Susan Moore, RN; Lisa Mantkus, RN

April 8, 2008
June 10, 2008
August 12, 2008
October 14, 2008
December 9, 2008

BOARD TALK

COME TALK TO THE BOARD

During each regularly scheduled meeting of the Nevada State Board of Nursing, Board members hold a Public Comment period for people to talk to them on nursing-related issues.

If you want to speak during the Public Comment period, just check the meeting agenda for the date and time it will be held. Usually, the Board president opens the first day of the meeting by inviting Public Comment. Time is divided equally among those who wish to speak. For more detailed information regarding the Public Comment period, please call the Board.

WE'LL COME TALK TO YOU

Board staff will come speak to your organization on a range of nursing-related topics, including delegation, the impaired nurse, licensure and discipline processes, and the Nurse Practice Act.

Governor Appoints New RN and CNA Board Members

Board welcomes Belen Gabato and Carrie McMurray

Gov. Jim Gibbons recently appointed Belen Gabato, MS, RN, and Carrie McMurray, CNA, to the Nevada State Board of Nursing.

The two newest members bring a combined total of more than 40 years of experience to the Board.

Belen Gabato, MS, RN

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Gabato, the first Filipino-American to be appointed to the Board, is a quality management RN specialist with the University Medical Center in Las Vegas. The founding president of the Philippine Nurses Association of Nevada (PNAN), Gabato served as its president several times—the first time from 1992 to 1997, and the most recent from 2006 until her appointment to the Board.

She was the driving force behind the development of day-long workshops sponsored by PNAN and the Board. “The feedback we received about the workshops was very positive,” Gabato said. “Attendees gained a new appreciation and understanding of the laws and regulations that govern their practice. As a Board member, I hope to do even more to help educate nurses about their rights and responsibilities—and help them be as safe as possible in their practice.”

An active community member, she has served on the several local boards, and the Nevada Nurses Association’s legislative committee. Gabato was the 2004 March of Dimes Nurse of the Year awardee in the quality improvement/case management category and received the Asian-American Group’s 2006 Community Service Award.

She is also active on the national level, and is currently serving a two-year term as vice chair of the National Federation of Filipino-American Associations. From 1996 to 2004, she was a member of the Nevada Advisory Chapter of the U.S. Commission on Civil Rights.

Gabato earned her bachelor’s degree in nursing from Southwestern University, Cebu City, Philippines. She and her husband, Manuel Gabato, M.D., moved to Chicago, Illinois, for his medical residency.



Belen Gabato, MS, RN

While working at St. Mary of Nazareth School of Nursing in pediatrics and medical-surgical nursing and as a clinical instructor in medical-surgical and team nursing, Gabato also took graduate courses in education at Loyola University. She put her nursing career on hold to raise their

two children, Manny (who graduated from Purdue University) and Rachel (who graduated from Cornell University).

She resumed nursing in 1987 as manager of pre-admissions at St. Anthony Hospital and Medical Center in Crown Point, Indiana. Since Gabato and her family moved to Las Vegas in 1990, she has held a variety of positions, including medical practice management, insurance case manager, and quality specialist. While working as a quality management RN specialist with PacifiCare, she studied for her master’s degree in health services administration from the University of St. Francis, Illinois, and graduated with academic distinction.

“I think my education and experience will help me be an effective Board member,” Gabato said. “I understand the investigative process and the need to base decisions on solid evidence, as well as promoting a just culture.”

The broad nursing and community experience that makes her a valuable Board member also makes Gabato a sought-after speaker. In addition to testifying in front of the Nevada legislature on nursing issues, she has spoken on legislative advocacy and public policy for international conferences, and most recently, served as a facilitator/panelist on communication for a UNLV multicultural seminar.

Carrie McMurray, CNA

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McMurray was encouraged to apply for appointment to the Board by her supervisor, Pamel Clancy, RN. “I was so surprised when she mentioned it to me,” McMurray remembered. “I always strive to give the best care to my patients and I take pride in doing my job with dedication and commitment. But it was really gratifying to learn that my supervisor believed I was qualified for this position.”

When she received the call from the governor's office, informing her that she was appointed to the Board, her son thought the caller was joking. When McMurray got on the line, she was assured it was really the governor's office, and that the governor would like to know whether she would be willing to serve a four-year term as the CNA member of the Nevada State Board of Nursing. "I was overwhelmed," she recalled. "It is such an honor! I take the responsibility very seriously."

McMurray's broad range of experience as a nursing assistant should serve her well in carrying out that responsibility. She began her career as a nursing assistant in 1990 with the Antelope Valley Care Center in Lancaster, California. She left that position to join the Desert Knolls Convalescent Center in Victorville, California, as a CNA and assistant activity director.

When McMurray and her family moved to Las Vegas in 1994, she joined Best Nursing Agency, where



Carrie McMurray, CNA

she carried out a variety of assignments in many different healthcare settings. She continued working on assignment after she joined Sunrise Hospital in 1995, where she worked in the cardiac telemetry unit, and floated to other areas, such as oncology, labor and delivery, post-partum, special care nursery, pediatrics, and orthopedics.

From 2000 to 2006, this versatile professional worked as a mental health technician/CNA for On Campus Treatment Homes, monitoring the behavior of children and adolescents.

No stranger to holding down more than one job, McMurray is now working as a CNA on assignment for Primary Nursing Agency and for Spring Valley Hospital in the medical/surgical unit.

The newest member of the Board earned a CNA certificate from the College of Southern Nevada and is working toward her nursing degree. She is married to Troy McMurray, her husband of 19 years, and has 3 sons, Steven, Troy Jr., and Malcolm.



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Northern Nevada Medical Center is an equal opportunity employer. Applicants are considered for all positions without regard to race, color, religion, gender, sexual orientation, national origin, age, veteran status, disability including AIDS or related conditions or other classes protected by federal law.

DO YOU HAVE A QUESTION?

If you have questions regarding nursing practice, the first place to look is inside your Nurse Practice Act. If after reading it, you still have questions, call the Board. If it is an issue that needs further definition, you may request the Board issue a practice decision. The Board will then ask its Nursing Advisory Practice Committee to research the issue and make a recommendation.

FOR MORE ANSWERS—GET INTO THE ACT

The Nevada Nurse Practice Act is a 5-1/2" by 8-1/2" booklet. It's just \$5 if you buy it at the Reno or Las Vegas office, and \$8 by mail (make check or money order payable to the Nevada State Board of Nursing).

THE ACT IS ON THE WEB

The Board's website www.nursingboard.state.nv.us has a link to the state laws (NRS), regulations (NAC), and practice decisions which make up the Nurse Practice Act. It also contains a separate section on practice information, including guidelines for determining scope of practice.

LEARN ABOUT THE ACT AND EARN TWO CEs

Take the Nurse Practice Act (Nevada) continuing education course at www.learningext.com. For only \$12, you will learn about the role of the Board and your legal responsibilities as a nurse or CNA, and earn two contact hours of continuing education.

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November 25	November 1
February 25	February 1

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EOE



Convocation Speech Has Meaning For New Graduates, Seasoned Nurses

Board's executive director addresses Orvis School of Nursing graduates

Debra Scott, MSN, RN, APN, recently served as the convocation speaker for the December graduates of the Orvis School of Nursing, University of Nevada, Reno. After her speech, she was encouraged to share her thoughts with a broader audience. We're printing Scott's address here, and hope you will find her words helpful as you ponder your role and responsibilities as nurses.

"You have worked diligently, given of your time, commitment, and energy in completing your nursing education. You will never be more excited, more energized, more willing to take on the challenge that awaits you. You also may never be as scared as you are right now as you begin your practice as a nurse. . . and the last thing you need is to have the executive director of the Nevada State Board of Nursing up here giving you advice or reminiscing about 'the good old days' when I was a new nurse. So, instead, I'd like to offer another perspective for you to consider as you go out and begin practicing in what is one of the most respected professions in the United States.

"Once you are licensed, you will have earned the privilege to nurse. You never had the right to be a nurse, of course, rights are not something you can earn. . . and no one would try to tell you that you haven't earned anything through your experience in nursing school. So, while no one has the right to be a nurse, you have earned the privilege to practice as a nurse.

"The question is—what does that mean? Nurse researchers, authors, educators, and more have attempted to define what nursing is. When I was first interviewed for entry to my nursing program, the panel asked me, 'Why do you want to be a nurse?' My answer was, 'To support my patients in being the healthiest they can be.' Florence Nightingale suggested



that the role of the nurse was to support and allow the patient to heal by focusing on good nutrition and cleanliness, that healing was encouraged by 'turning the patient to the light,' and if the patient couldn't turn, then it was the nurse's job to turn the bed to the light.

"Suffice it to say, your personal definition of nursing is only limited by your imagination and passion.

Contract with the Board

"Upon licensure, you will have entered into a contract with every person you take on as a patient. You will have entered into a contract with the citizens of Nevada or the citizens of any other state, territory, country, and who knows—every planet, that you will practice nursing in—to adhere to the standards of professional practice and the law which governs your practice in the jurisdiction where you choose to practice. If you choose to practice in Nevada, you will enter into a contract with the Nevada State Board of Nursing, and I am their representative—you have my signature on your license—we have a contract. I embody the Board's purpose and mission,

because, as much as that, at times, is overwhelming to me, that is my responsibility and that is what I am held accountable for in my position.

"A contract represents a relationship, a relationship which has terms and conditions, terms and conditions that outline what your conduct will be and what my conduct will be.

"You will be held accountable for:

- Having the knowledge, skill, and ability to be competent in your nursing practice
- Knowing your job description and the policies, procedures, and protocols of your place of nursing practice and following them
- Knowing and following national and customary standards of nursing practice
- Being safe and prudent in your practice exhibited by professional conduct and behavior
- Knowing and following the law in the jurisdiction in which you are licensed and practice
- Being currently licensed in the state in which you practice

As a nurse, I am personally held accountable for the same things that you are, but in addition, your contract with the Board calls for our accountability in:

- Adhering to the law—the Nurse Practice Act, Chapter 632 of the Nevada Revised Statutes and the Nevada Administrative Code, never exceeding our authority, but providing due process in all matters. We must act with honesty, integrity, openness, and fairness. We must be good stewards of your fees. This is my contract with you.

Contract with patients

“Now let’s talk about your contract with your patients—and of course, I will talk about this keeping the law in mind. It includes confidentiality, nondiscrimination, advocacy, collaboration with all involved in the patient’s care, bringing the best that you have to the relationship, doing only that which you are competent to do in your practice, putting the patient first, and being assertive in doing the right thing. I believe that nurses are the most instrumental healthcare providers in a patient’s healing. On the other hand, nurses can also be the most destructive individuals leading to patient suffering. What you do and how you practice matters most in patients becoming healthy.

“Being a nurse is a privilege, a privilege which gives you license to do and be things that are well beyond that of almost any other profession, things that only come with a nursing license . . . like being there at the beginning of life, and being there at the end of life. We intimately experience a family’s interactions when a child is ill. We see strong, self-confident adults at their most vulnera-

ble. We are part of their struggle to become whole again. We are able to give comfort when it is most needed, and help with developing understanding when there is confusion and anger. Again and again during our professional lives, we have opportunities to guide. We are highly honored to be nurses.

Contract with yourselves

“Your contract with yourself requires you to show up for your practice armed with the knowledge, skill, and ability you earned in your nursing program to give the highest level of care for which you are capable—to bring a strong, healthy, clear-minded presence to the bedside. In order for you to do this, you must invest time, finances, and preventive care in support of your own health. You must learn when to take time for yourself, learn to relax (and you haven’t done that for the last couple of years, right?), and nurture your own world by finding where your passion is—not only on the job, but also in your personal life. Learn to say ‘no’ and when to say ‘yes’ when it means being good to yourself. Surround yourself with positive people; run quickly from negativity and

criticism for criticism sake. Learn what is important to you and formulate a plan to secure that for yourself. Remember that you will only be as good for your patients as you are to yourself.

Contract with our profession

“Finally, let’s talk about your responsibility to our profession. Remember, being part of our profession is not your right based on your graduating from an accredited nursing program, paying your \$100 application fee, and taking and passing NCLEX.

Being part of the profession of nursing brings benefits and drawbacks. It is not easy to be a nurse. Cecil Woodham-Smith, a Nightingale biographer, wrote, ‘The difficulty of finding individuals equal to the task of nursing is daunting—those individuals require besides knowledge and goodwill, great energy and great courage.’ We know we all have those characteristics, but we lavish those on our patients and sometimes forget our colleagues who may need a dose of goodwill at times. I think we are doing a better job of supporting those new to our profession, but nurturing and nourishing each other is one of the many ways we can support our profession. Give each other the benefit of the doubt in all your interactions. Sometimes I think that if we were more like attorneys, or maybe construction workers, we could play a round of golf or meet at the local pub and enjoy each other outside of our practice settings.

Be informed about legislation, supporting state and national measures to improve patient safety, and elevating nursing by being active in professional associations. Foster healthy collaboration among our colleagues and members of other professions to improve the general healthcare environment. Find solutions rather than perpetuating barriers. Wouldn’t it be great for nurses to be identified as leaders in bringing our healthcare system into the 21st century?

Conclusion

“Thank you for allowing me the opportunity to share what is closest to my heart about the journey you are about to begin. I am excited about where you will go and what you will experience, but mostly about welcoming you to the most precious opportunity that I have ever experienced.”

**AHEC AD
1\3 BK AD
TO COME**

It's Not Their License or Certificate

So please don't let anyone else complete the application for you

We sometimes hear from a nurse or CNA that their renewal application wasn't submitted on time, or correctly, because their employer, spouse, mother, or friend failed to submit a timely, accurate application.

Please remember that it is your name on your license or certificate and it is only you who should be completing the application and affirming that you have read the application and the statements made are true and correct.

Note for the technologically challenged: if you are renewing online, please make sure you are sitting next to the person who is helping you navigate the internet, and that you are supplying the information and answers.



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Haven't Practiced For Five Years?

Nurses must take a refresher course

According to NAC 632.192 (4): An applicant for renewal of a license who has not practiced nursing during the immediately preceding five-year period must complete a course or program approved by the board if he has otherwise satisfied the requirements for renewal set forth in this chapter and chapter 632 of NRS.

For more information and a list of approved refresher course providers, please visit the Board's website or call the Board office.

Majority of Nurses and CNAs Now Renew On Line

Look for the blue or yellow postcard—it is mailed two months before your expiration date



Two months before their Nevada license or certificate expires, all nurses and CNAs are mailed blue (nurse/advanced practitioner) or yellow (nursing assistant) postcards. The postcard contains a Personal Identification Number (PIN) and instructions to access the Board's website at www.nursingboard.state.nv.us for on line renewal.

All you need to renew your Nevada license or certificate is a MasterCard™, Visa™ or Discover™ debit or credit card,

and access to the internet. If you are a CNA, you will also need the full name and license number of your supervising RN or LPN.

Once you've successfully completed the process, your license or certificate will be renewed within one business day. Your hard card will follow in the mail.

If you don't have a MasterCard™, Visa™ or Discover™ debit or credit card, the postcard will direct you to complete and print a renewal application from the

Board's website or call for an application to be mailed to you.

If you have a credit or debit card, but don't have access to the internet, you can come to either Board office and renew your certificate using the lobby computer set up just for you!

So, make sure you receive the postcard by ensuring the Board has your correct address—you can update your address through our website, or complete the change of address form on page 18.

Please note:

- **CNAs need the full name and license number of their supervising RN or LPN.** The Board has recently received calls from employers concerned about supplying CNAs with the RN/LPN license number of their supervising nurse. As a reminder, this requirement has been in place for several years. With its new application and on line service, the Board has actually made it simpler for employers, as it is no longer requiring the employer to complete an "Employment Verification Information" section in addition to the supervising nurse's name and license number
- **License and certificate numbers are public information.** Not only do boards of nursing have a right to request the license or certificate number of any nurse or CNA, so does any member of the public.
- **The Board is auditing for compliance with the CE requirements for nurses and advanced practice nurses, as well as the employment and continuing education/training requirements for CNAs.** Although you no longer need to submit copies of these records with your application, you must keep them for four years in case you are audited. If you cannot prove that you have completed these renewal requirements, the Board may take disciplinary action against your license or certificate.

Problems with on line renewal?

We occasionally receive calls from people who have problems with on line renewal. We are glad to help walk you through the process, but here are some tips that may help you help yourself:

- Read the screening questions carefully and answer them truthfully.
- Make sure you enter your license or certificate number with no spaces between the type and the number, and make sure you include the leading zeros.
For example: RN00055 or CNA00055.
- The Board's on line renewal system works best with Internet Explorer. If your internet browser is Netscape, Firefox, or if you have DSL service, you may encounter problems. If you do, you may call the Board office for assistance, or complete the paper renewal application.
- If you need to complete a paper renewal application, you will be directed to click a link to a PDF form that will open in the Adobe Acrobat Reader program. You will be able to type in your answers directly into the application, then print it, sign it, and mail it in with your fee. Remember to click the link—do not print the on line renewal screen—it is not the paper renewal application.

Meet the Staff *Marianne Kadlic*

Almost a native Nevadan, Marianne Kadlic (who moved to Sparks when she was only a month old) joined the Board last April as assistant to the Board's executive director, Debra Scott.

She came to the Board with 17 year's experience as a legal secretary in the criminal division of the Reno City Attorney's Office. Kadlic also has five years of experience as a parts customer service representative for Porsche Cars North America and she worked as a purchasing clerk for International Game Technology for seven years.



Marianne Kadlic

In her role as executive assistant, Kadlic spends most of her time "behind the scenes." She is the one who makes sure that Board and committee meetings run smoothly. In addition to making meeting room arrangements and scheduling travel,

she coordinates the preparation of the huge amount of information that the Board and committee members review before their meetings, and helps compile and distribute agendas and minutes.

Aside from meeting preparation, she handles all other travel arrangements for Board and staff; manages the executive director's calendar; prepares presentations; processes proposed regulations and bill drafts; updates, revises and maintains policy and procedure manuals and the employee handbook; produces the print version of the Nurse Practice Act; and serves as a liaison among the staff, Board members, executive director, and the public.

"I enjoy working with everyone at the Board—from staff to Board members to the community," Kadlic said. "We all work very hard to protect the public. I'm proud to be part of that effort—it has been a rewarding experience."

Kadlic, who compares the myriad responsibilities in her position to taking care of another family, is married to John,

the Reno City Attorney. Her daughter, Ellyse, 20, is attending the California State University of San Marcos on a golf scholarship. Kadlic claims two "four legged sons"—Scooby, a black Labrador, and Benji, a mix of Spaniel-Llapso mutt."

The "almost Nevada native" attended Sparks schools and graduated from Reed High. She serves as a parish council mem-

ber at Holy Cross Catholic Community Church, and a CASA (Court Appointed Special Advocate) volunteer.

Her favorite activities are traveling to "warm places" to golf with her husband and watch her daughter play in golf tournaments. Not surprisingly, her newest hobby is collecting golf balls from places she has played.

**PACIFIC TAHOE AD
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TOURO UNIVERSITY NEVADA SCHOOL OF NURSING



LEARN WITH THE LEADERS

In response to the growing need for professional nurses, Touro University Nevada School of Nursing, located in Henderson, offers a variety of nursing degrees; a generic baccalaureate degree, an RN to BSN, MSN for RN's with BA or BS degrees in nursing or related fields, a prelicensure program culminating in a MSN, and the Doctor of Nursing Practice for RN's with a BS or MS in nursing. Touro University Nevada, a Jewish-sponsored non-profit institution, was the first private university to open a School of Nursing in Nevada. The SON is the first to offer the Doctor of Nursing Practice or an Entry-Level Master's degree in the state. In fact, Touro is the **only** university in Nevada that offers either degree! Touro University Nevada School of Nursing — A leader in nursing education in Nevada.

Doctor of Nursing Practice

Earn your doctoral degree in as little as five semesters of full time study. Part-time students complete the degree in as little as seven semesters. Choose from three foci of study: clinical practice, education, or administration and learn where you live. The program uses a distance education approach with minimal time on campus (full-time students have one three day visit per semester during the first three semesters, after an initial orientation session). The remainder of the work is completed through synchronous and asynchronous methods delivered by highly qualified faculty dedicated to the success of each student.

BSN-MSN

The MSN program prepares the nurse as a generalist. Evidence-based practice is emphasized and learner's explore strategies to examine and test nursing knowledge. The clinical core and essential didactic courses provide the nurse with the foundation necessary to continue academic study as a post-Master's nurse practitioner or clinical nurse specialist. Graduates are prepared for transition into doctoral study. Additional courses are available for students seeking preparation for a role in academia. The curriculum is offered using a blended format of face-to-face and web-enhanced instruction. The schedule is flexible, meeting the needs of the working nurse and consists of 32 semester credits designed to be completed in three semesters of full-time study. Students preparing for a role as a nurse educator will complete an additional 6 credits. Part-time options are available.



For more information:

Website
www.tu.edu

Virtual tour
www.tunlive.com

Email
geasterling@touro.edu

Phone
702-777-4748



Touro University is
an Equal Opportunity
Institution

RN-BSN

The RN-BSN program is designed for working professionals who wish to continue their nursing education and acquire a Bachelor of Science degree in Nursing. The program emphasizes evidence-based research, community health, and management and leadership skills.

The RN-BSN program can be completed in three semesters of full-time study. There are part-time options available. After the successful completion of the Transitions to Nursing Practice course, the student will be awarded 42.5 credit hours as validation for previous work. Classes are scheduled one day a week with required online assignments, affording the student the greatest flexibility.

Entry-Level Master of Science in Nursing *(Includes Prelicensure Preparation)*

The ELM program is designed for students who have earned a non-nursing baccalaureate degree and desire to both enter the nursing profession and advance their professional role at the master's level. A solid foundation of nursing knowledge is provided through didactic, laboratory, and clinical practice emphasizing research utilization, evidence-based practice, and leadership. Students completing the requirements are eligible to sit for the National Council Licensure Examination-Registered Nurse (NCLEX-RN) after completion of four semesters of full-time study (16 months) and receive the BSN at that time. Students will continue their studies for three additional semesters of full-time study (12 months) to complete the MSN.

Generic BSN

The BSN program builds upon students' knowledge in the sciences, humanities, and liberal arts to become generalists in clinical nursing practice. Educational experiences are designed to promote scientific inquiry, creative thinking, and personal development.

Students obtain a solid foundation of nursing knowledge through a combination of didactic, laboratory, and clinical setting instruction. This provides the basis for graduate education at the Master's and Doctoral levels. Students completing full-time study over 16 months are eligible to sit for the National Council License Examination-Registered Nurse (NCLEX-RN).

874 American Pacific Drive, Henderson, NV 89014

Licensed by the Nevada State Board of Nursing and the Commission on Postsecondary Education. Accredited by the Western Association of Schools and Colleges (WASC), 985 Atlantic Avenue, Suite 100, Alameda CA 94501 (510) 748-9001 and the Commission on Collegiate Nursing Education (CCNE), One Dupont Circle NW, Suite 530, Washington DC 20036 (202) 887-6791

What is a complaint?

A complaint contains a detailed description of alleged behavior that violates the Nurse Practice Act. It must include the name of the nurse or nursing assistant, and it must be submitted in writing and signed by the person making the complaint.

Who can make a complaint?

Anyone who has information that a person may have violated the Nurse Practice Act may make a complaint. This includes consumers, other regulatory agencies, and other nurses or professionals. Some nurses report themselves and seek assistance in handling a problem in a way that best protects the public. The law provides, in the absence of bad faith, any person who reports such information or who testifies before the Board in a hearing shall not be liable for civil damages.

What Happens if a Complaint is Filed Against You?

What are your rights?

How is the complaint investigated?

What happens at a formal hearing?

It is the responsibility of the Nevada State Board of Nursing to protect the health, safety and welfare of Nevada's citizens by regulating the practice of nursing.

One way the Board does this is through the disciplinary process. If the Board receives information that a licensed nurse or nursing assistant may have broken the law (the Nevada Nurse Practice Act), the Board has the authority to investigate.

What are common types of violations?

- Practicing beyond scope
- Negligence, abuse, exploitation
- Fraudulent application (e.g. failing to report criminal convictions or previous disciplinary action)
- Problems with drugs and/or alcohol which result in impaired practice
- Incompetence
- Criminal convictions related to the qualifications, functions and duties of a nurse

What happens when the Board receives a complaint?

The complaint is reviewed to ensure it is signed by the person making the complaint, names a nurse or nursing assistant who is licensed or certified in the state of Nevada, and alleges a violation of the Nurse Practice Act.

Board staff, including Board counsel, then determine if the information alone or together with evidence, documentary or otherwise, is sufficient to require an investigation. This means that the information submitted, at face value, would be a potential violation of the Nurse Practice Act.

If the complaint meets the criteria, or the Board has directed an investigation, the matter is then assigned to one of four investigators who each handle about 100 active cases at a time.

Who investigates you?

The Board's investigators are registered nurses who receive extensive training in investigative procedure and analysis. Their nursing experience and expertise covers a wide variety of nursing specialties.

How do you find out a complaint has been filed against you?

You'll receive a notification by certified letter, containing the allegations submitted against you and the name of the person(s) who filed the complaint.

It describes your rights, including the opportunity to respond to the allegations and the right to representation by an attorney at any time during the investigation. The notice also informs you about potential disciplinary outcomes, including the possibility of being charged hearing costs.

It also contains the name and telephone number of the investigator assigned to your case. This notice is the first step in the investigation process.

What happens during an investigation?

An investigation involves gathering and reviewing a variety of documents, some of which may have to be subpoenaed. For example, an investigator may obtain relevant parts of personnel files and patient records. Interviewing witnesses is also an important component.

The fact an investigation is taking place is not public information—if questions are asked by the news media or others, the Board cannot confirm or deny that any investigation is in process.

What happens after all the evidence has been gathered?

After gathering and analyzing the data, the investigator presents the evidence for

internal review. A decision is made to pursue the complaint or close the investigation.

When an investigation is closed, the investigative file is confidential and is not available to the public.

If the complaint is pursued, ongoing reviews of the investigation, its progress, and its conclusions are done by the Board's director of operations, its executive director, and the Board's general counsel.

What you should know about the investigator's position as it relates to you and the complaint.

The investigator is an independent fact-gatherer whose position is to obtain as much information regarding the complaint allegations as possible. It is not the position of the investigator to prove you guilty or innocent, but rather to collect information and evidence regarding the allegations.

Frequently, a respondent (the person against whom the complaint is filed) does not respond when sent notice of the complaint and investigation.

This means the investigator may not be able to completely present the respondent's "side of the story" when the case is reviewed. This doesn't mean that you will be found guilty if you do not respond; however, by not responding, the investigator may not be aware of certain evidence or witness statements which may be supportive of you.

You may call the investigator at any time with questions or concerns, unless you are represented by an attorney. In that case, the investigator will only communicate with the attorney.

What are the potential disciplinary outcomes?

1. *The complaint is closed.*

If the evidence obtained is not sufficient to support a violation of the Nurse Practice

Who is required to report violations?

Those required to report violations of the Nurse Practice Act include individuals providing medical services who are licensed or certified to practice in Nevada, law enforcement personnel, social workers, and medical administrators. For a comprehensive listing, refer to the Nurse Practice Act, NRS 632.472.

What if I'm not sure if it really is a violation?

First, read the Nurse Practice Act. If you're still unsure, call the Board's Reno office and talk with one of the investigators.

How do I make a complaint?

Obtain a complaint form by calling the Reno or Las Vegas Board office or visiting our web site at nursingboard.state.nv.us. Complete it, sign it and return it to either office. You may also submit a signed, written description of the sequence of events (who, what, where, when, why, how). The complaint should also include any documentation which supports the allegation, for example, a witness statement or patient record.

What are common types of disciplinary actions?

When considering what kind of disciplinary action it should take, the Board always asks itself, “What is needed to make this person safe to practice?” The answer depends on the nature of the violation, and can range from reprimanding an individual and ordering the person to attend a legal ethics class to revoking the person’s license or certificate. Outlined in the Nurse Practice Act, NRS 632.325, discipline actions available to the Board include:

- Citation and/or Fine
- Reprimand
- Probation
- Suspension
- Revocation

Whom can I call if I have questions about the complaint or disciplinary process?

The Board encourages you to call any time you have a question about the discipline process or what constitutes a violation of the Nurse Practice Act. Just call the Reno office and ask for one of the nurse investigators or the director of operations.

Act, the complaint may be closed by Board staff. The Board notifies you by letter.

2. You can enter into a settlement agreement.

If the evidence supports a violation of the Nurse Practice Act, you may be offered a *Settlement Agreement*.

The type of agreement offered depends on the nature of the violation and your pattern of behavior.

A *Settlement Agreement* includes an admission that a violation has occurred, and is an agreement between you and the Board for disciplinary action.

If you sign the agreement, the agreement is placed on the Board’s agenda for the next available Board meeting and is not implemented until accepted by the Board. (The Board may accept or reject the agreement, providing one of the many checks and balances in the discipline process.)

Upon acceptance of the settlement agreement, the disciplinary action is published on the list of disciplinary actions taken by the Board and reported to the National Council of State Boards of Nursing (NCSBN) and other relevant national data-banks, such as the National Practitioner Data Bank, and/or the Healthcare Integrity and Protection Data Bank.

You must complete all requirements of the agreement within the scheduled time frame or be subject to further disciplinary action by the Board.

3. You can have a formal hearing before the Board.

If the matter cannot be resolved through the settlement process or you request a formal hearing, the case will be presented to the Board.

The Board’s general counsel files formal charges in an Administrative Complaint and Notice of Hearing, which is sent to you. You will receive the notice of the date and approximate time of the hearing at least 21 working days before the scheduled hearing. This formal complaint is public record.

During the administrative hearing, the general counsel presents the Board’s case. Then you and/or your attorney have the opportunity to present your side of the case and call and cross-examine any witnesses. The Board members may ask questions of the participants at any point in the hearing.

The Board members consider each case individually, taking both mitigating and aggravating circumstances into account. These seven independent people bring different backgrounds, experiences and perspectives to the Board, which leads to a balanced exploration of all sides to a case.

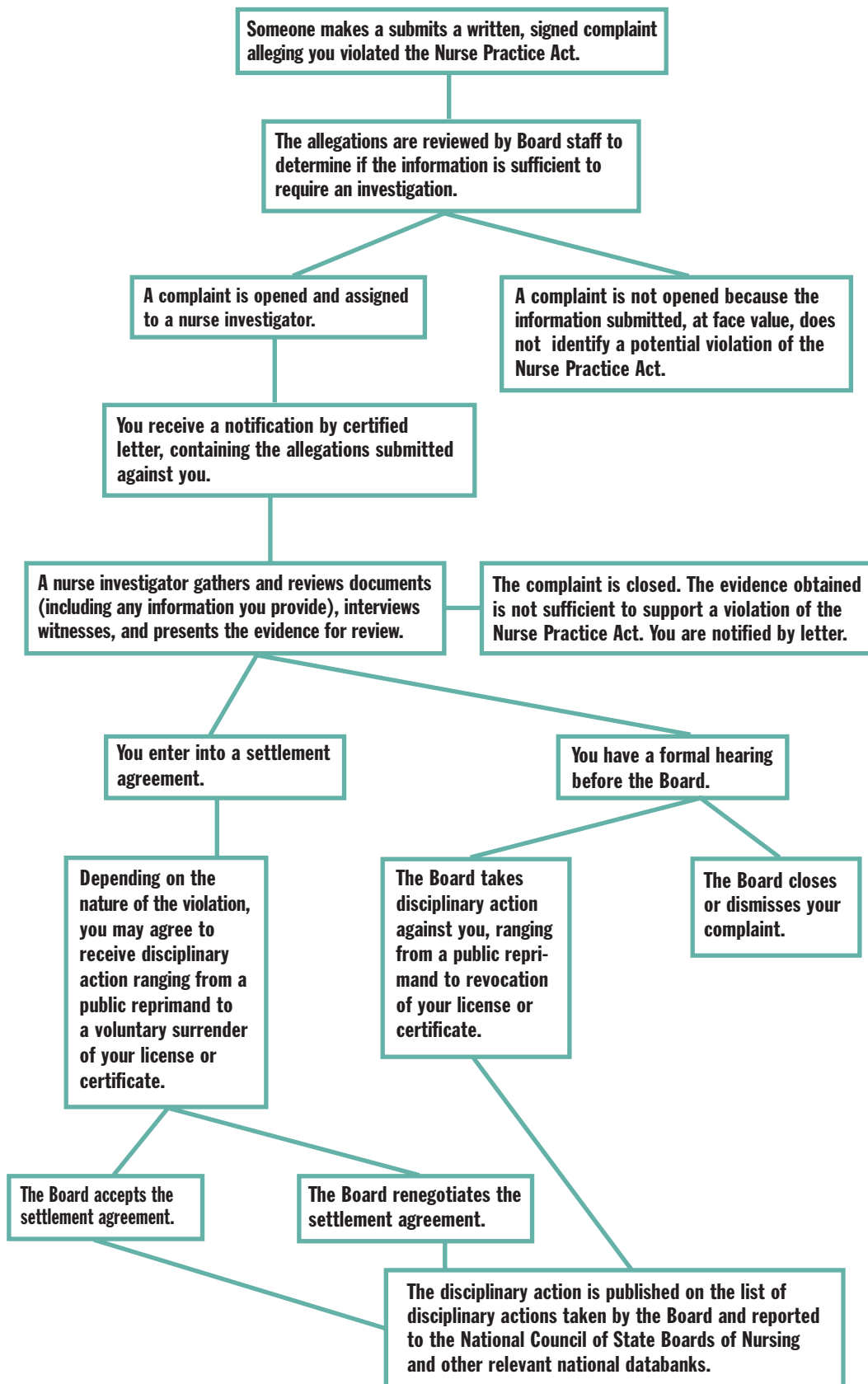
After hearing the case, the Board will decide if you are guilty of violating the Nurse Practice Act and issue an order identifying its decision. If you are present, you will be informed of the Board’s decision at the end of the hearing. *The Findings of Fact, Conclusions of Law, and Order* will be mailed to you.

Actions the Board can take range from dismissing the complaint to revoking your license or certificate for up to 10 years. If you are found guilty of a violation, you may be ordered to pay the costs of the investigation and hearing.

The disciplinary action will be published on the list of disciplinary actions the Board has taken and reported to the NCSBN, and other relevant national data-banks, such as the National Practitioner Data Bank, and/or the Healthcare Integrity and Protection Data Bank.

The Complaint Process

(The Nevada State Board of Nursing follows this process for all complaints against nurses or nursing assistants)



If a complaint is filed against you, what are your due process rights?

- the right to submit a response to the complaint and/or discuss it with the investigator.
- the right to consult with an attorney at any time during the course of an investigation. However, it is not mandatory that you have an attorney represent you before the Board.
- the right to obtain a copy of the complaint (by written request and a 60-cents-per-page copying fee).
- the right to a formal hearing before the Board regarding the allegations against you.
- Upon receipt of an *Administrative Complaint and Notice of Hearing*, you have the right to all evidence which may be presented against you at the hearing (copying fee applies), and the right to be informed of laws and regulations involved.
- At the formal administrative hearing, you have the right to present evidence and witnesses on your behalf, and to cross-examine witnesses presented by the Board.
- the right to appeal.

But I don't even have a child!

We often hear this lament from people whose applications have been returned to them because they didn't think the child support section applied to them.

But we don't have a choice. It's federal law that requires applicants to complete the child support section, even if they don't have children.

Your application will not be processed if you do not answer both questions in the child support section of the application.

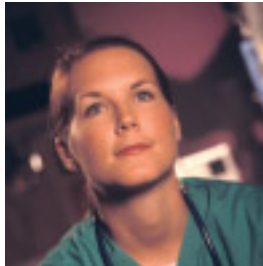
Mailing List Reminder

You can request to be removed

The Board sells its mailing lists to various organizations, based on their applications. Examples include the Nevada Nurses Association, which mails its newsletter *RNformation* to all actively licensed Nevada nurses; continuing education providers; uniform companies; and researchers. If you wish to remove your address from the Board's mailing list, you may do so by making a request in writing.

Just send an email to the Board, or mail a signed letter to the Las Vegas office. Please include your full name, address, and license or certificate number. If you choose to remove your address, you will still receive official Board communications such as this magazine, the *NSBN News*, but you will not receive the material sent by the organizations that purchase the Board's mailing list.

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Case Studies on Violations of the Nevada Nurse Practice Act

By Chris Sansom, RN, BSN, Director of Operations

The Nevada Nurse Practice Act contains the statutes and regulations that govern our practice as nurses and nursing assistants. We must make the effort to understand the law or we place the public, and our licenses and certificates in jeopardy. As a nurse or nursing assistant you are held accountable for maintaining your practice within these laws, particularly related to your scope of practice, your conduct, and customary standards of practice. Let's be honest, the law is not always easy to understand. The following case studies encompass violations of the Nurse Practice Act and are intended to provide better understanding of some of the laws.

The following case studies were drawn from the actual records of the Nevada State Board of Nursing. The names have been changed and details condensed.

The Well Meaning CNA: A case study

Ann was trained as a nursing assistant in another state then moved to Nevada and obtained her certificate to practice here. She went to work at an acute hospital and by all accounts was found to be an eager learner and a good worker. The nursing staff enjoyed having Ann on duty and she thrived on their trust and her increasing responsibility. Ann was helping as much as they would allow and based on what they would teach her. She progressed to the point where she was drawing up medications into syringes and leaving the filled syringe with the medication vial for the nurse to verify prior to the nurse administering it.

A new manager was hired for the unit Ann worked on and very quickly became concerned with the practices she was observing. When Ann was questioned about why she was drawing up medications, she said the nurses knew she was doing it, they encouraged it, and it was common practice. Ann's

employment was terminated for practicing beyond her scope of practice and a complaint was sent to the Board.

What went wrong?

Medication administration and/or preparation are not within a nursing assistant's scope of practice. It is not taught in the CNA training program and it is not a delegable nursing task to a nursing assistant. Ann clearly practiced beyond her scope of practice. Ann assumed that she could do whatever the nursing staff told her to do. But what of the nurses who encouraged her, taught her, and provided the medication to her? They delegated a nursing task to an unqualified person.

Conclusion:

Ann met with the Board and acknowledged she was drawing up medications as instructed by nursing staff. The nursing staff did not support Ann's contention that she did so under their direction. The question remained, how did she obtain the medication to draw up when it had to be dispensed from a pyxis and she did not have an access code? Ann took courses to improve her practice and is studying the



CNA Skills Guidelines and Nurse Practice Act to obtain an understanding of the laws that govern her practice in Nevada. The complaint against Ann's certificate was closed, but may be reopened if the Board finds further violations of the Nurse Practice Act.

Violations of the Nurse Practice Act:

Violations of the Nurse Practice Act:
NRS 632.320 (7) unprofessional conduct, and NAC 632.890 (2) practicing beyond scope, (6) inappropriate assignment/delegation, and (27) customary standards of nursing practice.

Drug Diversion: A case study

Tim had been a nurse for seven years with no history of complaints or investigations. While employed at a hospital, it was discovered that narcotics were not dispensed according to physician orders and were not properly documented on the MAR. Even though there were no signs of impairment on duty, Tim was drug tested and found to have a positive drug screen for a medication not prescribed to him. A complaint was submitted to the Board of Nursing.

Tim had documentation of a medical condition for which he was prescribed controlled substances. The Board of Nursing ordered Tim to complete a chemical dependency evaluation by a Board approved provider and meet with the Board's Disability Advisory Committee. Tim failed to comply with the Board order and was scheduled for a second hearing.

In the interim, Tim went to work for a home health agency. A client called the agency to report that she was missing narcotics from her last refill and this was not the first time, but she thought she may have miscounted. Both incidents occurred following Tim's visit. Tim was questioned and provided no reasonable explanation. The agency reported seeing no signs of impairment, but Tim demonstrated a pattern of late calls and excessive sick leave. Tim's drug screen was positive, but again he had an extensive list of legally prescribed narcotics. A second report was sent to the Board of Nursing.

A second home health client called the agency to report they did a narcotic count just prior to Tim's last visit due to missing narcotics. Immediately after Tim's visit, the client found nearly half of her narcotics were missing. Tim's employment was terminated.

Just prior to his second Board hearing, reports were received that Tim was gaining access to his former clients' homes under the pretense of a friendly visit and after he left, large amounts of narcotics were missing. The agency called all clients to alert them and contacted legal authorities.

What went wrong?

Tim's original legitimate narcotic use turned into narcotic abuse. He obtained narcotics by diverting from his employer and by gaining the trust of his clients and then

stealing from them. He violated professional boundaries, narcotic laws, and customary standards of nursing practice.

Conclusion:

Tim's case was brought before the Board again based on new violations. His license was revoked and he may not apply for reinstatement for a period of ten years.

Violations of the Nurse Practice Act:

NRS 632.320 (5) controlled substances and/or alcohol and (7) unprofessional conduct, and NAC 632.890 (10) positive drug screen on duty, (16) failing to properly document controlled substances, (18) diversion of equipment or drugs, (27) customary standards of practice, and (38) professional boundaries.

The Board processes and resolves complaints against nurses and nursing assistants with an objective, nonbiased approach. What weighs heaviest in its decisions to discipline an individual is how to intervene to protect the public. As described in these case studies, the Board's interventions are intended to fulfill its primary mission—to protect the public's health, safety and welfare through effective regulation of nursing.





Get the Inside Story on the NCLEX®!



On May 19, the National Council of State Boards of Nursing (NCSBN), in conjunction with the Nevada State Board of Nursing and Renown Health, will hold a one-day conference that will help you prepare your students to take the NCLEX® exam. Topics include the test plan, alternate items, psychometrics, program reports, and writing questions in the NCLEX® style.

Date: Monday, May 19, 2008

Time: 8:30 a.m. (registration)
9 a.m. to 3 p.m. (workshop)

Place: Mack Auditorium,
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Registration Deadline is **Friday, May 9, 2008**



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BOARD MEMBERS

The Nevada State Board of Nursing is a seven-member board appointed by the governor of Nevada consisting of four registered nurses, one licensed practical nurse, one certified nursing assistant, and one consumer member.

If you wish to contact a Board member, please write c/o Nevada State Board of Nursing, 5011 Meadowood Mall Way, Suite 300, Reno, NV 89502-6547; call 1-888-590-6726; or email nursingboard@nsbn.state.nv.us



Helen Vos, MS, RN
President, RN Member
Term expires 10/31/2008



Doreen Begley, MS, RN
Vice President, RN Member
Term expires 10/31/2008



Betty McKay, LPN
Secretary, LPN Member
Term expires 10/31/2009



Belen Gabato, MS, RN
RN Member
Term expires 10/31/2011



Mary Ann Lambert, MSN, RN
RN Member
Term expires 10/31/2008



Carrie McMurray, CNA
CNA Member
Term expires 10/31/2011

BOARD AUTHORITY

The Board has authority only over its licensees and certificate holders and not over the facilities in which these individuals practice.

The Board enforces the Nurse Practice Act (the law regulating nursing practice), with funding for all of its activities coming solely from the fees paid to the Board by licensees and certificate holders.

The Board does not have authority to take action on issues that are of an employment nature, or those that relate to the nursing profession as a whole. These matters are best dealt with by the state labor commissioner, nursing associations, labor unions, or other similar entities.

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You're required by law to inform the Board, in writing, of any address change, including a zip code change. The easiest and fastest way for you to make your address change is to go to the Board's website and click on the Address Change link. You may also send an email to nursingboard@nsbn.state.nv.us, call the Board and request an address change form, or mail a signed letter to the Las Vegas office. Remember to include your name, license or certificate type and number, former address, current address, social security number, and date of birth.

CHANGE OF ADDRESS FORM

▲ NAME (LAST, FIRST, MIDDLE) ▲

▲ TYPE OF LICENSE ▲

▲ LICENSE NUMBER ▲

▲ DATE OF BIRTH ▲

▲ FORMER ADDRESS ▲

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Disciplinary and Licensure/ Certification Actions

Before disciplinary action is taken, the Board ensures the nurse or nursing assistant is given due process

The following are disciplinary and licensure/certification actions taken by the Nevada State Board of Nursing for the period of September 15 through November 8, 2007. Please note some disciplinary orders by the Board may not be effective yet due to legal notice requirements. Please call the Board office to obtain further information regarding the effective dates of these outcomes.

Angelastro, Richard, RN applicant Order of Probation for violation of NRS 632.320 (2) criminal conviction, (5) controlled substances and/or alcohol, and (12) action in another state.

Bailey, Deborah, RN21438 Agreement for Reprimand, Fine of \$200, and Classes for violation of NRS 632.320 (7) unprofessional conduct, and NAC 632.890 (26) violation of state/federal nursing law/regulation.

Bates, Jeannie, CNA018731 Voluntary Surrender of License in Lieu of Other Disciplinary Action for violation of NRS 632.320 (7) unprofessional conduct, and NAC 632.890 (27) customary standards of practice, and (38) professional boundaries.

Please do not use this list of disciplinary actions for verifying licensure or certification status.

Other action may have taken place between the time the discipline was imposed and the time of publication. To verify licensure or certification status, please visit our website or call the Board.

Brandwynne, Heather, RN27949

Agreement for Fine of \$300 for violation of NRS 632.320 (7) unprofessional conduct, and NAC 632.890 (36) practicing without an active license/certificate.

Byrd, Brent, CNA019172 Order of Revocation for violation of NRS 632.320 (7) unprofessional conduct, and NAC 632.890 (35) failing to comply with Board order.

Casazza, Susan, RN17372 Order of Reprimand for violation of NRS 632.320 (7) unprofessional conduct, and NAC 632.890 (35) failing to comply with Board order.

Champagne, Keri, LPN11078 Order of Probation and Classes for violation of NRS 632.320 (7) unprofessional conduct, and NAC 632.890 (22) patient abandonment, and (33) abuse/neglect of a patient.

Clark, Deana, RN40927 Order of Reprimand, Fine of \$200, and Classes for violation of NRS 632.320 (7) unprofessional conduct, and NAC 632.415 failing to provide continuing education to the Board.

Clydesdale, Peggy, RN50112 Voluntary Surrender of License in Lieu of Other Disciplinary Action for violation of NRS 632.320 (5) controlled substances and/or alcohol, (7) unprofessional conduct, and NAC 632.890 (18) diversion of equipment or drugs.

Curtis, Christian, CNA applicant Application denied for violation of NRS 632.320 (2) criminal conviction, and (7) unprofessional conduct, and NAC 632.890 (27) customary standards of practice.

Domingo, Rochelle, RN49977 Agreement for Reprimand for violation of NRS 632.320 (7) unprofessional conduct, and NAC 632.890 (2) practicing beyond scope, and (20) inaccurate recording, falsifying.

ABBREVIATIONS

NRS Nevada Revised Statutes
NAC Nevada Administrative Code

Downing, Joseph, RN43544 Agreement for Probation for violation of NRS 632.320 (5) controlled substances and/or alcohol, (7) unprofessional conduct, and NAC 632.890 (18) diversion of equipment or drugs, and (35) failing to comply.

Frazier, Thomas, CNA014436 Agreement for Reprimand, Fine of \$50, and classes for violation of NRS 632.320 (7) unprofessional conduct, and NAC 632.890 (26) violation of state/federal nursing law/regulation.

Gallardo, Barbara, RN40966 Order of Reprimand, Fine of \$200, and Classes for violation of NRS 632.320 (7) unprofessional conduct, and NAC 632.415 failing to provide continuing education to the Board.

Gillaspy, Arthur, RN15612 Application denied for violation of NRS 632.320 (7) unprofessional conduct.

Hail, Wanda, CNA017829 Order of Revocation for violation of NRS 632.320 (14) failing to comply with Board order and, NAC 632.890 (35) failing to comply.

Hernandez, Ali, LPN13153 Order of Suspension for violation of NRS 632.320 (14) failing to comply with Board order.

Jackson, Kinika, CNA013271 Agreement for Probation for violation of NRS 632.320 (7) unprofessional conduct, and NAC 632.890 (27) customary standards of practice.

Kelly, Stephen, RN applicant Application denied for violation of NRS 632.320 (5) controlled substances and/or alcohol, and (12) action in another state.

Lacyk, Mary, RN37436 Agreement for Fine of \$50 for violation of NRS 632.320 (7) unprofessional conduct, and NAC 632.890 (26) violation of state/federal nursing law/regulation.

Lafrenz, Alison, RN40900 Agreement for Reprimand, Fine of \$200, and Classes for violation of NRS 632.320 (7) unprofessional conduct, and NAC 632.890 (26) violation of state/federal nursing law/regulation.

Lenzora, Casey, RN24234 Agreement for Reprimand for violation of NRS 632.320 (7) unprofessional conduct, and NAC 632.890 (12) privacy violation, (13) confidentiality violation, and (38) professional boundaries.

Lewis, Dallas, LPN11529 Agreement for Reprimand for violation of NRS 632.320 (7) unprofessional conduct, and NAC 632.890 (2) practicing beyond scope, and (20) inaccurate recording, falsifying.

Montet, Kristy, RN50327 Agreement for Fine of \$200 for violation of NRS 632.320 (7) unprofessional conduct, and NAC 632.890 (36) practicing without an active license/certificate.

Mullhatten, Rachel, RN38825 Agreement for Fine of \$50 for violation of NRS 632.320 (7) unprofessional conduct, and NAC 632.890 (26) violation of state/federal nursing law/regulation.

Nichols-Standlee, Lori, LPN13350 Order of Suspension for violation of NRS 632.320 (14) failing to comply with Board order.

Pierce, Joshua, CNA applicant Agreement for Probation for violation of NRS 632.320 (2) criminal convictions, and (5) controlled substances and/or alcohol.

Prickett, Kristin, RN38397, EMS000459 Voluntary Surrender of License/Certificate in Lieu of Other Disciplinary Action for violation of NRS 632.320 (5) controlled substances and/or alcohol, (7) unprofessional conduct, and NAC 632.890 (10) positive drug screen on duty, and (18) diversion of equipment or drugs.

Ramirez, Janae, CNA applicant Application

denied for violation of NRS 632.320 (2) criminal conviction.

Redmer, Deborah, RN27943 Agreement for Fine of \$50 for violation of NRS 632.320 (7) unprofessional conduct, and NAC 632.890 (26) violation of state/federal nursing law/regulation.

Reilly, Cynthia, RN19983 Agreement for Probation for violation of NRS 632.320 (5) controlled substances and/or alcohol, (7) unprofessional conduct, and NAC 632.890 (9) impaired practice, and (10) positive drug screen on duty.

Richvalsky, Karen, RN07182 Agreement for Reprimand for violation of NRS 632.320 (7) unprofessional conduct, and NAC 632.890 (20) inaccurate recording, falsifying.

Rowe, Harriette, RN37457 Agreement for Reprimand for violation of NRS 632.320 (7) unprofessional conduct, and NAC 632.890 (2) practicing beyond scope.

Seibert, Beth-Ann, RN21401, APN000639 Order of Fine of \$100 and Classes for violation of NRS 632.320 (7) unprofessional conduct, and NAC 632.890 (36) practicing without an active license/certificate.

Smith, Cecilia RN20833 Agreement for Reprimand for violation of NRS 632.320 (7) unprofessional conduct, and NAC 632.890 (27) customary standards of practice.

Smith, Deone, RN06944 Order of Suspension and Classes for violation of NRS 632.320 (7) unprofessional conduct, and NAC 632.890 (33) abuse/neglect of a patient.

Velasquez, Gloria, LPN12804 Agreement for Probation for violation of NRS 632.320 (7) unprofessional conduct, and NAC 632.890 (27) customary standards of practice.

Warren, Mary Jo, RN applicant Application denied for violation of NRS 632.320 (1) fraudulent application, and (12) action in another state.

Williams, Louise, CNA015816 Order of revocation for violation of NRS 632.320 (7) unprofessional conduct, and NAC 632.890 (11) positive drug screen as condition of employment.

Licenses/Certificates Voided for NonPayment

Palacio, Amanda, CNA021634

Findings of Guilt for Abuse, Neglect or Misappropriation Placed on the Certified Nursing Assistant Registry by the Nevada State Health Division's Bureau of Licensure and Certification

Jones, Annette, CNA019841 Misappropriation of Property

What are common types of disciplinary actions?

When considering what kind of disciplinary action it should take, the Board always asks itself, "What is needed to make this person safe to practice?" The answer depends on the nature of the violation, and can range from reprimanding an individual and ordering the person to attend a remedial class to revoking the person's license or certificate. All disciplinary action is reported to national disciplinary data banks. Outlined in the Nurse Practice Act, NRS 632.325, disciplinary actions available to the Board include:

Denial of Application

If the Board denies an application for licensure or certification, it has determined that the individual violated the Nurse Practice Act. In most cases, the denial is due to criminal convictions and/or submitting a fraudulent application.

Reprimand and/or Fine

If the Board reprimands or fines a nurse or CNA, it has determined that the individual violated the Nurse Practice Act. This action does not prohibit or restrict the individual's practice.

Probation

If the Board puts an individual on probation, it means the nurse or CNA may work, but will be working on a restricted license or certificate and monitored by the Board for a specific time period. The probation may also include practice and/or setting restrictions and requirements like classes or random drug tests.

Suspension

If the Board suspends a license or certificate, it means the nurse or CNA is prohibited from practicing for a designated time period.

Voluntary Surrender

This means the nurse or CNA has agreed to voluntarily surrender his or her license or certificate and cannot practice in Nevada. If the person applies for reinstatement, the Board weighs evidence of rehabilitation and remediation when considering the application.

Revocation

If the Board revokes a license or certificate, it means the nurse or CNA cannot practice in Nevada for a minimum of one to a maximum of 10 years. After that time, the nurse or CNA may apply for reinstatement if all the requirements in the order of revocation have been met. The Board weighs evidence of rehabilitation and remediation when considering the application.

Who can I call if I have questions about the complaint or disciplinary process?

The Board encourages you to call any time you have a question about the disciplinary process or what constitutes a violation of the Nurse Practice Act. Just call the Board and ask for one of the nurse investigators or the director of operations.

ADMINISTRATION

5011 Meadowood Mall Way, Suite 300, Reno, NV 89502, 888-590-6726
nursingboard@nsbn.state.nv.us

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General Ledger Posting
Financial File Management

Marianne Kadlic, Executive Assistant

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Nurse Practice Act Publication

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Complaint Investigations
Nursing Practice Questions

Lark Muncy, RN, Investigator

Complaint Investigations
Nursing Practice Questions

Marilyn Schmit, RN, Application Coordinator

Application Review
Fraudulent Application Screening

Kathleen Reynolds, BHS, RN, Compliance Coordinator

Disability Advisory Committee Chair
Disability Advisory Committee Scheduling
Probation and Alternative Program Monitoring
Reinstatement Applications

Licensure/Certification

Sarah Bowen, Licensure Specialist

Licensure Eligibility Questions
Endorsement and Examination Applications
Continuing Education Providers
International Nurse Graduates and Licensure Issues

Patty Towler, Senior Certification Specialist

CNA Registry Maintenance
CNA Certification and Renewals
CNA Program and Instructor Approvals

Molly Echandy, Licensure/Certification Clerk

Licensure Eligibility Questions
Renewal Applications
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Discipline Investigative Support
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Cyndie Souza, Management Assistant

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Yes Answer and Fraudulent Application Processing
Endorsement Forms
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